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RDSjt

9 September 1981

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C/OPS
C/ADMIN
201 FILE
7 EXEC. REG.

Associate Deputy Director for
Science and Technology
Room 6E45, Headquarters

Jim,

The attached ~~memo~~ for the DDCI is a revised version of the original which we discussed with you and [redacted]. As I mentioned, a decision is needed soon before the new scheme for Language Use Awards is set up.

[redacted]

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Director, Foreign Broadcast
Information Service

1013 Key

[redacted]

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9 SEP 1981

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MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Deputy Director for Science and Technology

FROM: Director, Foreign Broadcast Information Service

SUBJECT: Eligibility for Language Use Awards

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1. This memorandum requests that you reconsider a 24 November 1980 decision of the then DDCI which bars Language Use Awards (LUA) for virtually all Headquarters employees. Policy recommendations in this area for your approval are contained in paragraph 7.

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2. You recently made the decision to reserve the Language Incentive Program (LIP) awards for those personnel who acquire and/or maintain language skills in addition to their primary responsibilities. The 30 June 1981 memorandum containing this decision noted that this would henceforth disqualify language specialists for LIP awards in the language or mutually intelligible languages for which they were hired.

25X1

3. When the former DDCI made his decision at the 24 November 1980 Executive Committee meeting (which your 30 June 1981 memorandum reconfirmed), he made another decision which now awaits implementation together with the one which affects language specialists: He decided that henceforth only personnel serving in language-required positions overseas would be eligible to receive the LUA. Implementation of this decision was delayed until the study of awards for language specialists was completed. That done, it is my understanding that that decision will also become effective on 4 October 1981.

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4. In the implementation of these decisions two potential inequities have arisen which require your approval to correct. These concern: a) personnel based at Headquarters who are not language specialists but who use language skills in their work and will lose their eligibility for the Language Use Award (one of the three awards comprising the program); b) language specialists who, after EOD, acquire proficiency in languages other than those for which they were hired.

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SUBJECT: Eligibility for Language Use Awards ☐

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5. With respect to the first category of personnel: While an overseas-oriented language program is certainly required, it is no less important to recognize the need for language expertise in Headquarters-based positions and for personnel whose effectiveness is increased by additional language capability. The effect of the former DDCI's decision would be to preclude eligibility for an LUA for any Headquarters-assigned officer (with exceptions approved by the ExCom for certain personnel in OTS, OSO, DDO/FR, and DCD). This course seems to me incompatible with the basic thrust of a vigorous language incentive program and with your own strong support of such a program. It would remove a positive feature from our recruitment arsenal and would eliminate a major incentive for Agency officers to acquire and use foreign languages in support of their missions. The LUA spurs analysts, and others who need language for research purposes, to achieve the necessary skills, and it rewards those who use such skills. If these remain desirable Agency goals, then it is self-defeating to focus solely on overseas functions when it comes to eligibility for the LUA. ☐

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6. With respect to the second category of personnel: The terms of your 30 June memorandum suggest the possibility that the LUA may be paid to language specialists for fluency in a language other than that for which they were hired. This seems eminently consistent with a program designed to encourage acquisition of language skills, and it is an option which I would wish to use in maintaining the FBIS language complement. It would, however, be precluded by a policy which limited the LUA to overseas positions. ☐

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7. Your approval is therefore requested for the following policies in implementing the Language Use Award element of the LIP:

a. That the LUA continue to be available to Headquarters-assigned personnel.

b. Because requirements for language use are so diverse in each office of each Directorate, that each Directorate be permitted to specify those positions at Headquarters that should qualify for the LUA.

c. That language specialists be eligible for an LUA for a language other than the language or mutually intelligible languages for which they were hired. ☐

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Attachment:

30 Jun 81 memo

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SUBJECT: Eligibility for Language Use Awards

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CONCUR:

Deputy Director for Science and Technology

Date

APPROVED:

Deputy Director of Central Intelligence

Date

DDS&T/FBIS/PROD/ (4 Sep 81)

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Form 163a
8-66

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EXCOM 81-9024

DD/S&T# 2983-81

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81-917/1

30 June 1981

MEMORANDUM FOR: Director of Personnel

FROM : Deputy Director of Central Intelligence

SUBJECT : Follow-up on 6 May Executive Committee Session—
Classification and Compensation of Language Specialists

REFERENCE : Memorandum from OPPPM (OPPPM 81-1685), dated 31 March 1981,
same subject

1. After additional thought, I agree that we should reserve the Language Incentive Program (LIP) awards for those people who acquire and/or maintain language skills in addition to their primary and/or other responsibilities. I therefore concur with Harry Fitzwater's suggestion in the referenced memorandum that language specialists should no longer be eligible for LIP awards for fluency in the language or mutually intelligible languages for which they were hired. To ease the transition to this policy, I also approve the suggested one-time pay adjustment of a one-step increase for those language specialists presently receiving awards.

2. This decision in no way lessens the importance I place on language skills for the Agency. When appropriate, I would encourage managers to reward language specialists for exceptional performance through Q.S.I.s or other Agency achievement award programs.

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B. K. INMAN
Admiral, U.S. Navy

cc: Executive Committee Members

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